Department of Defense
Assistant Secretary of Defense
(Force Management Policy)
Military Community & Family Policy

DoD Spouse Employment Assistance
A Program Update

Joint Spouse Employment Summit
Palm Springs, CA
April 3-4, 2003

What a Difference a Year Makes

- **From the War on Terrorism to War on Iraq**
- **More forces forward deployed since Desert Shield/Desert Storm**
- **New challenges**
  - Effects of longer deployment on working spouses
  - Unique needs of National Guard and Reserve spouses who need additional income and services.

Expanding Roles

- **More than ever before, Spouse Employment Assistance Programs function as part of a larger family support whole**
- **Events require even greater coordination of services.**
- **Increased partnering with community resources.**
- **Need to expand communication with National Guard and Reserve spouses.**

DoD & Service Initiatives

- **No new money—some things never change!**
- **Social Compact/Metrics**
- **Report to Congress**
- **Web resource updates**
- **Research**
- **Corporate partnerships**
- **Personnel initiatives**
- **Entrepreneurial initiatives**

Social Compact

- **Military Community & Family Policy Quality of Life vision for the next 20 years.**
- **Reciprocal commitment between DoD, military personnel and families covering 24 major QoL areas.**
- **Demonstrates mission importance of QoL programs through measurement of mission impact.**
- **Measurable results support funding.**

Metrics

- **Global**
  - **Spouse Employment Index**
  - **Exit Survey of Transitioning Military Pe**
  - **Spouse Preference Registrations**
  - **Deployment Readiness**
- **Installation measures.**

Report to Congress

- **Short report <http://dod.mil/mapcentral/spousereport.html>**
- **Supporting analysis <http://dod.mil/mapcentral/spouseanalysis.html>**
- **Familiar recommendations**

Internet Resources

- **DoD Job Search** <http://dod.jobsearch.org> features want ads, resume writing, and referral systems.
- **One-Stop Jobs** (part of the MAPsite Employment Station) <http://dticaw.dtic.mil/mapsite/onestop.html> provides a single listing of major DoD and Military Component organizations employment Web sites and a selection commercial employment Web sites.
- **Transition Bulletin Board** <http://www.dmdc.osd.mil/ot/> lists job want ads and other useful information.
- **DoD Transportal** <http://www.dodtransportal.org/> although primarily for separating military personnel, contains resources of value for any military family member seeking a job.
- **Military Assistance Program Central** <http://dtica.dtic.mil/mapcentral> an on-line desk guide rich in policy and information resources for

Research

- DoD/Department of Labor initiatives
- RAND
- Military Family Research Institute
- Ongoing P&R initiatives

Corporate Partnerships

- Navy/Adecco Partnership
  - Fully implemented CONUS
  - OCONUS pilot underway
  - As of February 23: 1545 registered, 441 worki
- New Department of Labor Career Advancement Centers
  - Career Advancement Center, San Diego, CA
  - NEXStep, Norfolk, VA
    - As of April 4: 439 spouses enrolled,

      87% entered employment rate

Personnel Initiatives

- Dual Spouse Preference (EUCOM)
- Transition Employment Assistance for MEDCOM (TEAM)
  - 6-month Army pilot begun February 3.
  - Seeks to stem loss of trained employees, loss of MEDCOM family income.
  - Hiring officials at receiving installations automatically receive advance notice of incoming family members and may request transferring individuals by name.

Entrepreneurial Initiatives

- **Virtual Business Office**
- **Staff Centrix**

Impact of Spouse Employment

Retention

- **Members with spouses who were employed in civilian jobs (54.5%) or voluntarily out of the work force (55%) indicated satisfaction with the military way of life to a greater extent than did other married personnel.** (*1999 Active Duty Member Survey*, Defense Manpower Data Center)

- **An increase in the spouse's employment and earnings increased satisfaction with Army life and, in turn, enhanced her desire for her husband to remain in the Army.** (*Interrelationships of Child Care Use, Spouse Employment, Army Satisfaction, and Retention in the U.S. Army*, 1994)

- **The quality of spouse employment and family life enhance satisfaction with Army life and increased her desire for the**

Impact of Spouse Employment

Retention (continued)

- **Number 1 factor related to career intent for all Army personnel: Spouse supports your making a career of the Army.**
- **Strongest relationships for junior enlisted Army personnel: Satisfaction with overall quality of Army life and spouse supports your making a career of the Army.**
- **In 2001, about one half of junior enlisted soldiers and about three fourths of junior NCOs and junior officers reported that their spouse if fairly/very supportive of their making a career in the Army.**

Army Personnel Survey Office, U.S. Army Research Institute presentation for the Symposium on Army Spouses, June 18, 2002

We are very proud of the professionals and volunteers who make up DoD's family support team and consider them part of our readiness equation. Family support programs are currently funded at peacetime levels. While they can absorb the deployment support mission on a limited scale and for limited periods of time, additional resources would be essential to full execution of the spouse employment mission for any large scale and sustained

The goal of DoD spouse employment policy is to create a military spouse employment program that affords every spouse the opportunity to develop a career or become employed.